

AMENDED CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To:

Agency(ies) Charge No(s):

EEOC

530-2023-08005

FEPA

Pennsylvania Human Relations Commission

and EEOC

State or local Agency, if any

Name (*indicate Mr., Ms., Mrs., Miss, Mx., Dr., Hon., Rev.*)

Avery Hardaway

Home Phone

(617) 968-7585

Year of Birth

Street Address

412 W Berks St

Philadelphia, PA 19122

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (*If more than two, list under PARTICULARS below.*)

Name

TRADER JOES COMPANY - 618 PHILADELP

No. Employees, Members

Phone No.

15 - 100 Employees

(626) 599-2833

Street Address

1324 ARCH ST.

PHILADELPHIA, PA 19107

Name

No. Employees, Members

Phone No.

Street Address

City, State and ZIP Code

DISCRIMINATION BASED ON

DATE(S) DISCRIMINATION TOOK PLACE

Religion

Earliest

Latest

08/01/2022

08/01/2023

THE PARTICULARS ARE (*If additional paper is needed, attach extra sheet(s)*):

I applied to work with Respondent, Trader Joe's Company, earlier in August 2022. After filling out an online application, I followed-up in-person with a store manager. The manager repeatedly asked me whether I could work Saturdays after I explicitly stated on my application that I would be unable to do so as my religion considers it a day of rest, which Respondent was not receptive to. I was ultimately told that I was not selected for this role, however their website still had "Interested in Crew?" posted. I called months later, to which they replied that they were not hiring.

I again attempted to apply at a Job Fair in June 2023 to the Arch Street location. I was interviewed on-the-spot by another store manager. Following this interview, I called the store to ask if I could start immediately since I was at that point unemployed. The store manager laughed and said that I was not selected. I reapplied, at which point I received an email saying my application would be under consideration for three weeks. When I again called the store manager to ask to start immediately, I was told that "it does not work like that." Though I have not been selected, my status reads, "Future Consideration." I signed up to be notified of open positions with three stores, but have yet to receive a single notification.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

NOTARY – *When necessary for State and Local Agency Requirements*

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

I declare under penalty of perjury that the above is true and correct.

SUBSCRIBED AND SWEORN TO BEFORE ME THIS DATE
(month, day, year)

Date Charging Party Signature

EEOC Form 5 (11/09)

AMENDED CHARGE OF DISCRIMINATION This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.	Charge Presented To: EEOC Agency(ies) Charge No(s): 530-2023-08005 FEPA Pennsylvania Human Relations Commission <i>State or local Agency, if any</i>
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I again reapplied, but now I am listed as a "new candidate." Additionally, the careers page lists me as a Team Member which makes means that I no longer receive alerts for job fairs and openings. I fit the qualifications for this position.

I allege that I have been discriminated against on the basis of retaliation and of my religion, with regard to my ineligibility for hire, in violation of Title VII of the Civil Rights Act of 1964, as amended.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.	NOTARY – When necessary for State and Local Agency Requirements
I declare under penalty of perjury that the above is true and correct.	I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT
Date <hr/> Charging Party Signature	SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE <i>(month, day, year)</i>

CP Enclosure with EEOC Form 5 (11/09)

PRIVACY ACT STATEMENT: Under the Privacy Act of 1974, Pub. Law 93-579, authority to request personal data and its uses are:

1. **FORM NUMBER/TITLE/DATE.** EEOC Form 5, Charge of Discrimination (11/09).
2. **AUTHORITY.** 42 U.S.C. 2000e-5(b), 29 U.S.C. 211, 29 U.S.C. 626, 42 U.S.C. 12117, 42 U.S.C. 2000ff-6.
3. **PRINCIPAL PURPOSES.** The purposes of a charge, taken on this form or otherwise reduced to writing (whether later recorded on this form or not) are, as applicable under the EEOC anti-discrimination statutes (EEOC statutes), to preserve private suit rights under the EEOC statutes, to invoke the EEOC's jurisdiction and, where dual-filing or referral arrangements exist, to begin state or local proceedings.
4. **ROUTINE USES.** This form is used to provide facts that may establish the existence of matters covered by the EEOC statutes (and as applicable, other federal, state or local laws). Information given will be used by staff to guide its mediation and investigation efforts and, as applicable, to determine, conciliate and litigate claims of unlawful discrimination. This form may be presented to or disclosed to other federal, state or local agencies as appropriate or necessary in carrying out EEOC's functions. A copy of this charge will ordinarily be sent to the respondent organization against which the charge is made.
5. **WHETHER DISCLOSURE IS MANDATORY; EFFECT OF NOT GIVING INFORMATION.** Charges must be reduced to writing and should identify the charging and responding parties and the actions or policies complained of. Without a written charge, EEOC will ordinarily not act on the complaint. Charges under Title VII, the ADA or GINA must be sworn to or affirmed (either by using this form or by presenting a notarized statement or unsworn declaration under penalty of perjury); charges under the ADEA should ordinarily be signed. Charges may be clarified or amplified later by amendment. It is not mandatory that this form be used to make a charge.

NOTICE OF RIGHT TO REQUEST SUBSTANTIAL WEIGHT REVIEW

Charges filed at a state or local Fair Employment Practices Agency (FEPA) that dual-files charges with EEOC will ordinarily be handled first by the FEPA. Some charges filed at EEOC may also be first handled by a FEPA under worksharing agreements. You will be told which agency will handle your charge. When the FEPA is the first to handle the charge, it will notify you of its final resolution of the matter. Then, if you wish EEOC to give Substantial Weight Review to the FEPA's final findings, you must ask us in writing to do so within 15 days of your receipt of its findings. Otherwise, we will ordinarily adopt the FEPA's finding and close our file on the charge.

NOTICE OF NON-RETALIATION REQUIREMENTS

Please **notify** EEOC or the state or local agency where you filed your charge **if retaliation is taken against you or others** who oppose discrimination or cooperate in any investigation or lawsuit concerning this charge. Under Section 704(a) of Title VII, Section 4(d) of the ADEA, Section 503(a) of the ADA and Section 207(f) of GINA, it is unlawful for an *employer* to discriminate against present or former employees or job applicants, for an *employment agency* to discriminate against anyone, or for a *union* to discriminate against its members or membership applicants, because they have opposed any practice made unlawful by the statutes, or because they have made a charge, testified, assisted, or participated in any manner in an investigation, proceeding, or hearing under the laws. The Equal Pay Act has similar provisions and Section 503(b) of the ADA prohibits coercion, intimidation, threats or interference with anyone for exercising or enjoying, or aiding or encouraging others in their exercise or enjoyment of, rights under the Act.



TRADER JOE'S



Careers

My Profile

Team Member At Michaels

Name:

Avery Hardaway

E-mail:

averyhardaway@gmail.com (--)

Address:

Philadelphia (19122-2211)
Pennsylvania , United States (home)

EDIT PROFILE

CHANGE PASSWORD

Attachments

TraderJoe'sCareers.png (resume)



TraderJoe's.docx (resume)





TEMPLE UNIVERSITY

OF THE COMMONWEALTH SYSTEM OF HIGHER EDUCATION

BY AUTHORITY OF THE BOARD OF TRUSTEES AND UPON RECOMMENDATION

OF THE FACULTY HEREBY CONFFERS UPON

Avery J. Hardaway

THE DEGREE OF

Bachelor of Science

TOGETHER WITH ALL THE RIGHTS PRIVILEGES AND HONORS APPERTAINING

THERETO IN RECOGNITION OF THE SATISFACTORY COMPLETION
OF THE COURSE PRESCRIBED BY THE FACULTY OF THE UNIVERSITY

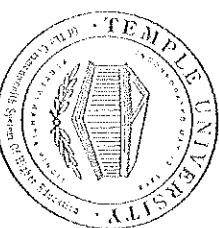
IN TESTIMONY WHEREOF THE UNDERSIGNED HAVE SUBSCRIBED
THEIR NAMES AND AFFIXED THE SEAL OF THE UNIVERSITY

GIVEN AT PHILADELPHIA PENNSYLVANIA ON THIS TWENTY SEVENTH DAY OF

AUGUST TWO THOUSAND AND TEN

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ANNA E. DICKINSON
1842-1932

Nationally renowned
orator, writer, and
advocate for women's
rights, abolition of
slavery, and labor and
prison reform, she was
the first woman to
address Congress, a
speech attended by
President Lincoln. A
Philadelphia native, she
stayed here 1873-1883.

PENNSYLVANIA HISTORICAL AND MUSEUM COMMISSION 2022

PENNSYLVANIA

Home > Kids > Art Supplies > Chalk & Pastels >
Chalk

Assorted Crayola® Party Colors Anti-Roll Sidewalk Chalk

Item # 10319838

★ ★ ★ ★ ▾ (172)



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----- Forwarded message -----

From: Old Navy <orders@email.oldnavy.com>
 Date: Thu, Jun 15, 2023, 2:17 PM
 Subject: Your eReceipt from Old Navy
 To: <averyhardaway@gmail.com>

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OLD NAVY

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OLD NAVY - 03744
 1618-22 Chestnut Street
 Philadelphia PA 19103
 Tel.(215) 586-4143

06/15/2023
 Trans.: 3339
 Reg.: 301
 Cashier: 3475189

02:17:27 PM
 Store: 03744
 valid No: 2823

EXCHANGE
 037443013339202306152823

Loose Taper Non-Stretch '94 Cargo Pants for Men 754565-071-3430	-27.83(N)
521 - Discounts, \$0.00 off	1 @ -29.99
539 - Discounts, \$2.16 off	0.00
Orig. Receipt:	2.16
	037443013053 06/13/2023
Regular Fit Built-In Flex Everyday Poplin Shirt for Men 558349-031-0003	15.00(N)
Item Discount \$15.00 M 15SHRT SLV VRD S	1 @ 26.99 -11.99
Fee for Small Bag 173	0.15(T) 1 @ 0.15
Total Discount	- 9.83
Subtotal	-12.68
T1 Taxable Amount	0.15
T1(6.00%) Tax	0.01
Total Tax	0.01
Total	-12.67
DEBIT	-12.67
Entry Method:	Chip
Account:	XXXXXXXXXXXX5386
Auth:	AUTH 131178 (A)
Application Label:	VISA US COMMON DEBIT
AID:	A0000000980840
TVR:	8000048000
TSI:	6800

By entering a verified PIN, cardholder agrees to
 pay issuer such total in accordance with
 issuer's agreement with cardholder

Total Tender -12.67

We would love to hear your feedback!
 Please take our two minute survey:
<https://survey.medallia.com/oldnavy-feedback>

Unwashed and unworn merchandise,

accompanied by an original sales receipt, may be returned to any U.S. store within 30 days of purchase for full refund in original form of payment. A one-time price adjustment may be made within 14 days of purchase with an original receipt. Final Sale items are not eligible for returns or adjustments.

Valid photo ID required for unreceipted returns. Exchange or merchandise return card for current selling price. Information from your ID may be captured and retained by a third-party provider Old Navy uses to authorize returns and prevent fraud. For inquiries, call 1-800-652-2331 or visit theretailequation.com.

Additional terms and restrictions apply. See store for full return policy details.

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RETURNS & EXCHANGES

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Mail body: Fwd: Your eReceipt from Old Navy

----- Forwarded message -----

From: Old Navy <orders@email.oldnavy.com>
 Date: Fri, Jun 23, 2023, 1:02 PM
 Subject: Your eReceipt from Old Navy
 To: <averyhardaway@gmail.com>

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OLD NAVY

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OLD NAVY - 03744
 1618-22 Chestnut Street
 Philadelphia PA 19103
 Tel.(215) 586-4143

06/23/2023
 Trans.: 9871
 Reg.: 305
 Cashier: 3503696

01:02:07 PM
 Store: 03744

Valid No: 5951

RETURN
037443059871202306235951

Regular Fit Built-In Flex
 Everyday Poplin Shirt for Men
 558349-031-0003
 Orig. Receipt:

1 @ -15.00
 037443013339 06/15/2023

Subtotal	-15.00
T1 Taxable Amount	-15.00
T1(0.00%) Tax	0.00
Total Tax	0.00
Total	-15.00

DEBIT	-15.00
Entry Method:	Chip
Account:	XXXXXXXXXXXX5386
Auth:	AUTH 140612 (A)
Application Label:	VISA US COMMON DEBIT
AID:	A0000000980840
TVR:	8000048000
TSI:	6800

By entering a verified PIN, cardholder agrees to
 pay issuer such total in accordance with
 issuer's agreement with cardholder

Total Tender	-15.00
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 Please take our two minute survey:
<https://survey.medallia.com/oldnavy-feedback>

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 accompanied by an original sales
 receipt, may be returned to any U.S.
 store within 30 days of purchase for
 full refund in original form of payment.
 A one-time price adjustment may be made
 within 14 days of purchase with an
 original receipt. Final Sale items are not eligible for
 returns or adjustments.

Valid photo ID required for unreceipted returns.
 Exchange or merchandise return card for
 current selling price. Information from
 your ID may be captured and retained by

a third-party provider Old Navy
uses to authorize returns and prevent
fraud. For inquiries, call
1-800-652-2331 or visit theretailequation.com.

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